

**Employer:** The New York State Labor Law specifies your responsibilities as employer, sets hours, and stipulates penalties which relate to the employment of this minor. Part of the Labor Law is the Compensation Law which provides double compensation and death benefits for minors unlawfully employed. Additional awards under this section are not covered by insurance and must be paid by the employer.

This certificate is not valid for a minor enrolled in secondary day school.

Minors 16 and 17 years of age may not be employed:

- A. After 12 midnight or before 6 a.m.
- B. Generally — more than 8 hours a day, 6 days a week, a maximum of 48 hours per week.

Minors may not be employed in hazardous occupations such as vehicle operation or others listed in section 131-1.1 of the New York State Labor Law.

Minors may not be employed if they are required to attend school.

**Full Text of Section 131-1.1 of the New York State Labor Law**

**Employer:** Do not accept this certificate if it has been altered or defaced in any manner. Before accepting it, identify the minor named thereon. File certificate (subject to inspection by lawful authority) at place of employment. Upon termination of minor's employment, the employer shall make application for the return of the certificate to the Department of Labor at the front of the certificate.